

COMPENSATION & BENEFITS

COMPENSATION: \$145,283 — \$219,897 annually. The appointee will receive an annual salary, commensurate with qualifications and earning history, as well as an excellent program of benefits that allows employees to choose the benefits that meet their specific needs.

BENEFITS PACKAGE:

Retirement Plan - The successful candidate will be eligible for participation in a contributory defined benefit plan. Details will be provided upon request.

Upon retirement, the successful candidate may participate in a retiree healthcare benefits program. Details on the program will be provided upon request.

Cafeteria Benefit Plan - The MegaFlex Benefits Plan is a cafeteria plan through which benefits may be purchased using a tax-free County contribution of an additional 14.5% to 17% of the employee's monthly salary. Any portion of the County contribution not used to purchase benefits is paid to the employees as taxable income. Benefits available within MegaFlex Benefits Plan include medical, dental, disability, life and AD&D insurance. (Note: Not applicable to County employees who are currently in Flex.)

Non-Elective Days - Ten (10) paid days per year with the option to buy an additional 1 to 20 elective annual leave days.

Flexible Spending Accounts - Employees may contribute up to \$200 per month tax-free to a Health-Care Spending Account and \$400 per month tax-free to a Dependent Care Spending Account. The County contributes \$75 per month to the Dependent Care Spending Account.

Savings Plan (401K) - Optional tax-deferred income plan that may include a County matching contribution of up to 4% of employee's salary.

Deferred Compensation Plan (457) - Optional tax-deferred income plan that may include a County matching contribution of up to 4% of employee's salary.

Holidays - Eleven paid (11) days per year.

SOCIAL SECURITY ACT OF 2004: Section 419(c) of Public Law 108-203, the Social Security Protection Act of 2004, requires State and local government employers to disclose the effect of the Windfall Elimination Provision and the Government Pension Offset Provision to employees hired on or after January 1, 2005, in jobs not covered by Social Security. The County of Los Angeles does not participate in the Social Security System. All newly hired County of Los Angeles employees must sign a statement (Form SSA-1945) prior to the start of employment indicating that they are aware of a possible reduction in their future Social Security benefit entitlement. For more information on Social Security and about each provision, you may visit the website www.socialsecurity.gov, or call toll free (800) 772-1213. Persons who are deaf or hard of hearing may call the TTY number (800) 325-0778 or contact a local Social Security office.

SELECTION PROCESS

Qualified candidates are invited to submit a cover letter and comprehensive resume detailing their knowledge, skills, and abilities relevant to this position.

Resume packets must include all of the following:

- For professional experience, the name of each employer, job title, size of organization's budget, number and composition of personnel supervised, if any, scope of management responsibilities, functions managed, and dates of employment.
Please be sure to include salary information.
- Names of schools, colleges or universities attended, dates attended, degrees earned, and field of study.
Please enclose verification of degree, licenses and certificates together with the resume.

Each candidate's background will be evaluated on the basis of information submitted to determine the level and scope of the candidate's preparation for this position.

Information submitted must clearly show that the candidate meets the **Minimum Requirements** and the **Desirable Qualifications** of this recruitment announcement.

Only the most qualified candidates, as determined by the screening process, will be invited to participate in the selection process. The names of the most highly qualified candidates will be submitted to the Inspector General for final selection.

NOTE: A background investigation will be completed on the candidate selected for this position.

HOW TO APPLY

This recruitment will be open from September 1, 2016 until filled. Please click the following link to submit your application, and upload your cover letter, resume, and verification of degree and license:

<http://bit.ly/2ci6qsH>

For additional inquiries, please contact:

Alejandra Hinojosa
Executive Office of the Board of Supervisors
Human Resources Division
(213) 974-1421

Email: BOS-ExecutiveRecruitment@bos.lacounty.gov

An Equal Opportunity/ADA Employer



County of Los Angeles Career Opportunity



The County of Los Angeles is accepting resumes for

ASSISTANT INSPECTOR GENERAL (UC)

Filing Period: September 1, 2016 – Until the needs are met

Annual Salary: \$145,283.16 - \$219,897.84 (MAPP R16)

THE COUNTY OF LOS ANGELES

With a population of more than 10 million people, the County of Los Angeles (County) has more residents than any county in the nation, and within its boundaries are 88 cities. It is rich in cultural diversity and home to world-renowned museums, theaters, the nation's motion picture industry, major universities, and numerous five-star restaurants. The mountains, deserts, and the beautiful Pacific Ocean, along with some of the world's finest urban recreational attractions, are freeway close.

The County of Los Angeles is governed by a five-member Board of Supervisors who are elected on a non-partisan basis and serve four-year terms. As the governing body, the Board of Supervisors (Board) serves as both the executive and legislative authority of the largest and most complex county government in the United States. There are thirty-one appointed positions that report directly to the Board. There are also three elected officials (Assessor, District Attorney, and Sheriff), for a total of thirty-four major administrative units or departments that currently serve the needs of the county's residents.

In fiscal year 2016-17, the County has an annual budget in excess of \$28 billion and funding for over 108,000 positions to serve its diverse population.

THE OFFICE OF THE INSPECTOR GENERAL

In October 2011, the Los Angeles County Board of Supervisors formed the Citizens' Commission on Jail Violence (CCJV) to conduct a review of the nature, depth and cause of the problem of inappropriate deputy use of force in the jails, and to recommend corrective action, as necessary. Among their recommendations was the creation of an independent Office of the Inspector General (OIG) and appointment of an Inspector General to provide comprehensive oversight and monitoring of the Sheriff's Department's operations and its jails.

The Office of the Inspector General regularly visits and inspects (both scheduled and unannounced) the Sheriff's Department's custody facilities and oversees the inmate and citizen complaint process. The OIG identifies problematic use of force issues in custody and elsewhere in the Sheriff's Department, and provides external oversight of the Sheriff's Department's investigatory and disciplinary system. The OIG also reviews and conducts its own audits and inspections, all with the goals of ensuring that the Board and the public are kept informed of jail conditions, that problems in the Sheriff's Department and the jails are promptly and publicly identified, and that reforms are recommended and implemented, as appropriate.

THE OFFICE OF THE INSPECTOR GENERAL (Continued)

The OIG is fully independent of the Sheriff's Department - it independently reports to the Board; has its own budget separate from that of the Sheriff's Department; and does not share facilities, computer system or employees with the Sheriff's Department. The OIG has unfettered access to Sheriff's Department records, witness interviews, video footage, data, personnel and facilities, subject to nondisclosure obligations under State law.

THE OPPORTUNITY

The Assistant Inspector General assists the Chief Deputy and Inspector General in providing independent civilian monitoring of the Sheriff's Department's operations and manages the oversight, audit, and/or monitoring divisions of the Office of the Inspector General.

ESSENTIAL JOB DUTIES

The duties of the Assistant Inspector General include, but are not limited to, the following:

Assists the Chief Deputy and Inspector General in providing independent civilian monitoring of the Sheriff's Department's operations and manages the oversight, audit, and/or monitoring divisions of the Office of the Inspector General.

Directly supervises staff in one of the Office of the Inspector General's divisions in the areas listed below.

Monitors and reviews use of force statistics, investigations of force incidents, disciplinary decisions, the quality of audits and inspections conducted by the Sheriff's Department, the condition of jail facilities, the operations of sheriff's stations and subcommands, as well as any other factors that may contribute to the effective and lawful running of the department.

Examines the work of the Sheriff's Audit and Accountability Command, proposes subjects for audit, and supervises audits conducted by the Office of the Inspector General.

Monitors the Sheriff's Department's response to inmate and public comments, and the condition of the jails and other Sheriff's facilities and operations.

Makes recommendations to the Chief Deputy and Inspector General, on an attorney-client basis, designed to reduce unnecessary use of force, misconduct and the County's exposure to lawsuits as well as to assist the Chief Deputy and Inspector General in advising the Board.

ESSENTIAL JOB DUTIES (Continued)

Consults with Sheriff's Department personnel, County employees, community members, and other interested parties to develop periodic recommendations for policy and procedural changes designed to improve the operations of the Sheriff's Department.

Prepares public reports on the Sheriff's Department to facilitate public awareness and Board supervision.

Prepares 30, 60, 90, and 120-day and final reports, as attorney-client communications, to the Board of Supervisors regarding investigations of referred cases.

KEY CHALLENGES & OPPORTUNITIES

Key challenges and opportunities facing the Assisting Inspector General include:

Assisting in developing and overseeing the approved staffing and fiscal plan for the OIG.

Reducing the dollar amount of awards/settlements that result from use of force or other Sheriff's Department activities.

Assisting in restoring public trust in the Sheriff's Department and County government, and facilitate communications with the communities served by the Sheriff's Department.

Developing protocols to maintain confidentiality and security of records and information obtained from the Sheriff's Department.

Maintaining an excellent working relationship with the Sheriff and the Sheriff's Department command staff.

Independently and objectively reporting publicly on the Sheriff's Department operations.

Overseeing the implementation of the CCJV recommendations, as appropriate.



MINIMUM REQUIREMENTS

A Juris Doctor degree from an accredited law school.

- AND -

Five years of full-time paid professional experience as a local, state, federal prosecutor, defense attorney or other attorney working in a field related to law enforcement or civilian monitoring of law enforcement.

LICENSE:

Admission to practice law in all courts in the State of California.*

A valid California "Class C" driver license or ability to utilize an alternative method of transportation when needed to carry out job-related essential functions.

*Applicants must have an "Active" status on the California State Bar website at the time of filling.

DESIRABLE QUALIFICATIONS

Demonstrated ability to oversee law enforcement operation(e.g. use of force in jails, patrol, etc.) and related audit functions.

Experience as a manager in a law office supervising the legal work of attorneys involved in complex criminal cases or civil cases involving law enforcement issues.

MANAGEMENT STYLE, SKILLS & ABILITIES AND PERSONAL TRAITS

The selected candidate may be expected to report publicly on the OIG activities in a timely and complete manner, and be independent, objective and transparent. He or she should be able to prioritize issues and resources, have strong investigational skills, encourage accountability, and be outcome driven. This person should be a confident leader who "sees the big picture," is intelligent and has common sense.

The Assistant Inspector General should have strong interpersonal skills, outstanding communication skills (both oral and written), and be organized, detail-oriented and flexible. He or she must be able to manage a budget and staff. Finally, this person must understand the use of force issues and related risk management, be politically astute, and honest, with integrity.